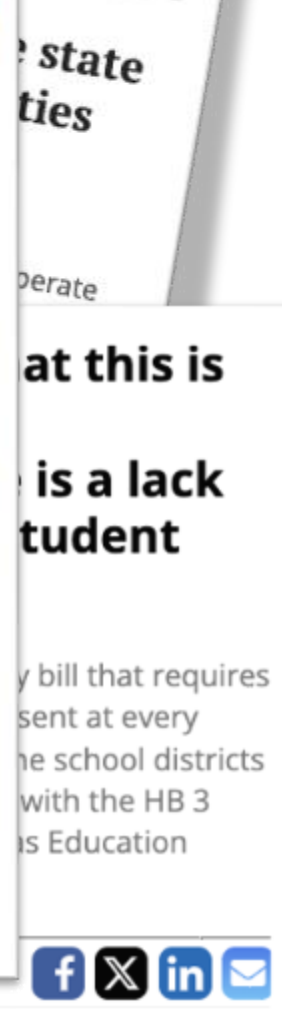
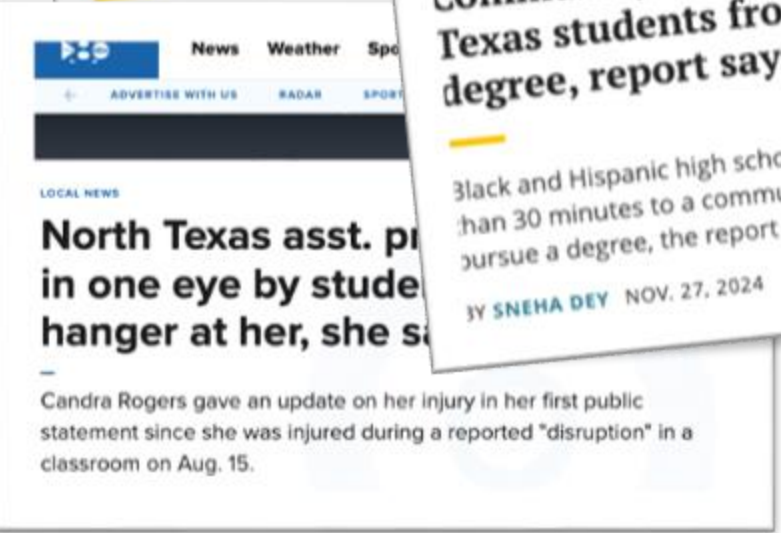




2024-25 Texas AFT Membership Survey

The State of Texas



About the Survey



Job Role	# of Responses
K-12 Certified/Professional	2,894
K-12 Classified/Support Personnel	612
Higher Education Employee	342
Retired Educator	295
Grand total	4,143

Survey was distributed digitally to Texas AFT members statewide between Oct. 14-Nov. 25. This is the fifth annual membership survey distributed by Texas AFT.



K-12

Morale in Texas K-12 Schools



68%

Say they have **considered leaving their job** in public education in the past year.

If you have considered leaving public education, which of these would make you most likely to stay?

Pay increases (retention bonus, pay raise, etc.)	52.9%
Change to workload and duties	23.4%
More support from campus and district administrators	7.7%

Burnout in Texas K-12 Schools



77%

Say they have **experienced burnout** in the past year.

Which of the following would you say have contributed to your burnout? (Check all that apply)

I feel so exhausted by the end of a workday that I am unable to do anything else.	73.4%
I don't have the space or time to prioritize my own well-being and self-care outside of work.	51.8%
I feel unsupported by my campus and/or district administration.	42.9%
I don't feel encouraged to grow as an educator.	19.2%

Safety Concerns in Texas K-12 Schools



We have heard numerous reports across the state about increasingly violent behavior from students. Please select the top 3 concerns you have regarding student behavioral challenges. Top 3 selected shown.

71%

Class sizes that make effective classroom management impossible.

53%

Lack of resources to treat student mental health concerns.

44%

Lack of paraprofessionals and/or understaffing in self-contained special education classrooms.

Special Education in Texas K-12 Schools



If you are a special education teacher or paraprofessional, do you feel as if you are able to effectively meet the needs of your students (e.g., inclusive learning environments, accommodations)?

Extremely	5.6%
Somewhat	43.6%
Not at all	26.6%
Unsure	24.2%

"Too much micro-managing, to the point that it's difficult to teach. There is certainly no support for special ed teachers, either! We don't even have a special ed rubric for evaluation. And if a teacher is older and/or disabled, there is really NO support! We used to be valued, and we used to be able to help our students progress. Now we have to spend all our time worrying about doing all these little things instead of focusing on teaching."

Privatization Fears



80%

Say they **are concerned** charters/vouchers will have a **negative effect** on their public school.

Partisan breakdown: Answered "Yes" to concern over privatization

Democrat	90%
Independent	88%
Republican	60%
Prefer not to answer	71%

What K-12 School Employees Say



If you answered Yes (to having considered quitting), why? Selected answers.

The workload, stress, working off the clock and the extreme behavior of both students and staff and the mental and emotional stress.

Understaffed in special education, work demands have quadrupled

The real needs of the students are not being attended. I work very hard to make up the difference, but it doesn't help.

I'm tired and live in a horrible state for teachers.

Work is consuming my life.

Are you seriously asking why?!!!!

Tara Day-Aleman

Special Education Teacher, Hughes
Springs Independent School District

If I could tell Texans watching one

Higher Education

Morale in Texas Higher Education



55%

Say they have **considered leaving their job** in higher education in the past year.

Say they have **experienced burnout** in the past year.

56%

If you have considered leaving higher education, which of these would make you most likely to stay?

Pay increases (retention bonus, pay raise, etc.)	42.3%
Greater voice in state policymaking decisions about pub. ed.	15.8%
More support from administrators	13.8%
Other (please specify)*	11.8%
Change to workload and duties	8.3%
Workplace safety improvements	2.8%
Changes to benefits (healthcare, retirement, etc.)	2.8%
More professional development opportunities	2.4%

* Responses included: Academic freedom, remote work, funding, professional respect.

What Higher Ed Employees Say



If you answered Yes (to having considered quitting), why? Selected answers.

Faculty are facing too many challenges in academic freedom, shared governance, tenure, research, and course content.

Lots of work for low pay; lots of student debt plus low pay makes it hard to scrape by; marketable skills could be taken elsewhere to greater financial gain.

Political pressure interfering with my ability to do my job.

There are always hiring freezes or budget constraints that prevent us from bringing on new faculty and staff, so existing employees are expected to do more with less.

The legislature in my classroom. It's become almost impossible to do my work (research and teaching) on migration and border studies.

I do not feel at all safe in my current workplace. I love teaching, and I love my students. I feel like my ability to tell the truth in the classroom is under extreme threat, and I also think my employer actively thinks of me as an enemy.

Educator's Bill of Rights

 **EDUCATOR'S** *Bill of Rights* 

- 1 RIGHT TO REASONABLE WORKING CONDITIONS**

Our Texas Needs Teachers report found that working conditions were even more important than compensation in retaining educators by an almost 2-to-1 ratio. When the state underfunds local school districts, teachers and all staff are saddled with more and more duties, exacerbating high turnover rates and hiring costs. Ultimately, it's our students' academic and emotional well-being that suffers.
- 2 RIGHT TO FAIR WAGES**

Texas teachers earn over \$9,000 less than the national average and receive \$5,000 less in per-student funding, on average, their inflation-adjusted salaries are 6% lower than they were in 2015, contributing to an educator shortage statewide. In 2022, 70% of Texas AFT members surveyed said they were thinking of quitting, and many support staff are living on poverty-level wages. The same is true of higher education, particularly for adjunct professors.
- 3 RIGHT TO A SECURE RETIREMENT**

Our educator workforce deserves to retire in dignity and security, and we can't do that on the \$2,190 per month the average teacher receives from the Teacher Retirement System of Texas. Texas voters turned out in force in 2023 to support Prop A, the first statewide TRS cost-of-living increase in nearly two decades. But that was a one-time Band-Aid. Texas needs to join almost every other state in making sure its retired educators get annual, automatic pension increases that are tied to inflation.
- 4 RIGHT TO QUALITY CHILDCARE**

In our 2024 Texas AFT member survey, 45% of educators who needed regular childcare said they had trouble accessing or affording it. Additionally, more than half of Texas counties are considered childcare deserts. This isn't just a childcare problem — it's an educator retention problem. If our teachers and school staff can't find or afford quality childcare for their own kids, how can they stay in the classroom taking care of our students?
- 5 RIGHT TO HEALTHY, SAFE, AND SECURE WORKING ENVIRONMENT**

Safety is a prerequisite for learning. Right now, Texas is failing our students and educators on multiple fronts in providing them with a safe learning and working environment. In Texas AFT's 2024 member survey, gun violence prevention was ranked as the No. 1 priority out of 11 community and social justice issues. But this back-to-school season, we've also seen the other hazards in our schools, with campuses across the state struggling to keep buildings sufficiently cooled in blistering summer heat and districts scurrying by with crumbling facilities that have led in the drinking water and asbestos in the walls.
- 6 RIGHT TO ACADEMIC FREEDOM**

Any assault on public education is an assault on our freedom as Texans and on our professional duties in educating the next generation of citizens. Ending classroom censorship by repealing book bans and limitations on classroom instructional materials is vital to fostering critical thinking skills in our students and to retaining caring, dedicated teachers to nurture those skills. The same is true in higher education, where protecting tenure and shared governance ensures Texas colleges and universities can recruit and retain the best and brightest academic minds to open the world to our students.
- 7 RIGHT TO MEANINGFUL TRAINING AND DEVELOPMENT**

The Texas Legislature has a disturbing addiction to placing unfunded mandates on our school districts. Most of those then fall on the backs of our educators, through shoddily conceived, burdensome, and unpaid trainings like House Bill 3's despised reading academies. Educators are professionals; it's time this state treated them like it by reducing the annual requirements for continuing education and encouraging educators to select professional development opportunities that actually pertain to them and will help them improve their students' success. That professional growth also shouldn't be restricted to classroom teachers; we have dedicated and knowledgeable support staff and paraprofessionals who would be great teachers if given the time, space, and funding to pursue their credentials. That's what solutions to the educator retention crisis really look like.
- 8 RIGHT TO ORGANIZE**

Empowered educators produce engaged students. History consistently shows how unions can raise the bar for all of us. And that includes our children's teachers and school staff. The working conditions for educators are children's learning conditions. If educators have a voice in their workplace, free from fear of retaliation, they can negotiate and win better working and learning environments — the same right their fellow public employees, firefighters and police officers, already have codified in Texas state law. It's time for Texas educators to have the right to collectively bargain so we can finally achieve a public education system that works for every Texan.
- 9 RIGHT TO DEMOCRATIC REPRESENTATION**

The past several years have shown just how brittle the bones of democracy are in Texas, from our gerrymandered legislative districts to elected leaders' continued chutzpah for mythical voter fraud to the state's forcible takeover of its largest (G-rated) school district. Our Texas Needs Teachers report highlighted a deep concern among Texas educators about the lack of teacher input into state-level policies such as testing, school funding, licensure (renewal), and evaluation. The only way Texas educators feel they can shape policy right now is by voting with their feet and walking right out of their profession.
- 10 RIGHT TO FREEDOM OF RELIGION IN SCHOOLS**

Our public schools ought to be safe spaces for every Texas child, regardless of their race, socioeconomic background, gender identity, or religious upbringing. Increasingly, state leaders are blurring the lines between church and state, and that includes inside our public school classrooms. Whether it's through a voucher push that would funnel taxpayer dollars to religious private schools or new state-created curriculum that's chock-full of biblical material, we are enduring an unprecedented, big-money assault on religious freedom in Texas. Our educators are being put in the unconscionable position of choosing whether to violate their students' constitutional rights or violate the state's mandates to force religious instruction upon them.

SIGN ON AT bit.ly/EdBillOfRights

- Fair & Competitive Compensation
- Healthy, Safe, & Secure Work Environments
- Empowerment Through Local Control & Autonomy
- Supportive & Compensated Professional Development
- Schools Funded to Meet Our Students' Needs

K-12 Demographic Information



Gender		Ethnicity		Age	
Male	21.2%	White	29.2%	18-24	1%
Female	77%	Hispanic or Latinx	45.5%	25-34	12.4%
Nonbinary	0.7%	Black or African American	18.9%	35-44	25%
Other/Prefer not to	1.1%	Native American or American Indian	0.8%	45-54	33.6%
		Asian or Pacific Islander	1.8%	55-64	23.5%
		Prefer not to answer	3.8%	65-74	4%
				75+	0.5%

48%

Are a parent, grandparent, or guardian of a Texas public school student.

K-12 Demographic Information



Job classification

Full-time teacher	78.4%	Custodian	0.9%
Educational aide/paraprofessional	9.7%	Diagnostician	0.9%
Clerical	2.4%	Nurse	0.8%
Counselor	2.3%	Substitute teacher	0.4%
Librarian	1.6%	Trades	0.2%
Bus driver	1.1%	Part-time teacher	0.2%
Food service employee	0.9%	Maintenance	0.2%

Higher Ed Demographic Information



Gender		Ethnicity		Age	
Male	34.4%	White	58.5%	18-24	0%
Female	61.2%	Hispanic or Latinx	19.2%	25-34	5.7%
Nonbinary	0.9%	Black or African American	13%	35-44	21.7%
Other/Prefer not to	3.5%	Native American or American Indian	1.3%	45-54	33.6%
		Asian or Pacific Islander	3.1%	55-64	28.8%
		Prefer not to answer	4.9%	65-74	8.9%
				75+	1.3%

31%

Are a parent, grandparent, or guardian of a Texas public school student.